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Staffordshire and Stoke-on-Trent (SSOT) ICB NHS Workforce Disability Equality Standard (WDES) 2022-23 – Analysis

Introduction

The aim of this analysis is to raise awareness of the work currently taking place on the NHS Workforce Disability Equality Standard for the Integrated Care Board (ICB).

The Workforce Disability Equality Standard (WDES) was introduced in April 2019 as a mandated data collection. The WDES consists of 10 metrics that aim to compare the workplace and career experiences of Disabled and non-disabled staff. NHS Trusts and NHS Foundation Trusts are required to report and publish data, on an annual basis, for each of these metrics.

At present, Integrated Care Boards (ICBs) are not required to undertake the WDES assessment. However, as part of our commitment to workforce equality diversity and inclusion it was agreed to voluntarily commence work on the WDES for the new Integrated Care Board (ICB). It is essential the ICB plays a proactive role in the development of EDI across the Staffordshire and Stoke-on-Trent Integrated Care System.

It is anticipated that ICBs will be required to undertake a WDES assessment possibly in the next reporting year. This year's report will provide baseline data for most of the metrics and will enable a better understanding where any inequalities for disabled colleagues exist.

As the ICB is a newly constituted organisation this year's analysis will act as baseline data. It covers the period 1st July 2022 - March 31st, 2023. At the point of this report being produced, the ICB workforce totalled 305.

ICB's are often made up of relatively small numbers of staff/teams, this can be problematic when assuring against any personal data breaches. We therefore cannot meaningfully report against some metrics given the relatively small numbers.

Demographic Profile of Staffordshire and Stoke-on-Trent (SSoT) by Disability

Staffordshire Population Demographics by Disability

The 2021 Census asked whether residents had any physical or mental health condition or illnesses, lasting or expected to last 12 months or more. They were then asked whether this reduced their ability to carry out day-to-day activities – in line with the Equality Act definition of disability.

Across Staffordshire, 18.1% of the population are reported to be disabled, higher than the England average (17.3%). Of these people, 10.7% reported their day-to-day activities being limited a little and 7.4% their day-to-day activities limited a lot. Levels of disability varied between districts with Cannock Chase (20.3%) reporting the highest levels of disability and Lichfield (16.7%) reporting the lowest levels of disability.

The five wards with the highest levels of disability in 2021 are Leek North (25.6%) and Biddulph South (25.0%) in Staffordshire Moorlands, Featherstone & Shareshill (25.4%) in South Staffordshire, Newcastle-under-Lyme Town (25.2%) in Newcastle Borough and Cannock East (25.0%) in Cannock Chase district.

Stoke-on-Trent Population Demographics by Disability

Across Stoke-on-Trent, again in line with the Equality Act definition of disability, 21.1% of the population are reported to be disabled, higher than the England average of (17.3%) and the Staffordshire figure of 18.1%.

Stoke-on-Trent saw the West Midlands' joint largest percentage-point fall (alongside Sandwell) in the proportion of residents who were identified as being disabled and limited a lot (from 13.4% in 2011 to 10.5% in 2021).

The proportion of Stoke-on-Trent residents describing their health as "very bad" decreased from 2.1% to 1.9%, while those describing their health as "bad" fell from 6.9% to 6.1%.

These data reflect people's own opinions in describing their overall health on a five point scale, from very good to very bad.

Census 2021 was conducted during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived and rated their health, and therefore may have affected how people chose to respond.

The WDES Metrics (Summary)

There are ten (10) WDES metrics.

Three (3) metrics focus on workforce data. Five (5) are based on questions from the NHS Staff Survey. One (1) metric focuses on disability representation on boards.

One (1) metric (metric 9b) focuses on the voices of Disabled staff. This asks for evidence to be provided within trusts' WDES annual reports.

Please click on this link [Workforce Disability Equality Standard](#) that will direct you to the NHSE England WDES webpage, for more information.

WDES Metric 1: The table below shows the percentage of staff in NHS pay-bands or medical and dental subgroups and very senior managers (including Executive Board members) compared with the percentage of staff in the overall workforce.

NHS pay bands	Disabled	Non-Disabled	Unknown
NHS pay bands below 1 and up to 4	2.6%	89.7%	7.7%
NHS Bands between 5 to 7	7.9%	88.8%	3.3%
NHS Bands 8A and 8B	1.3%	94.9%	3.9%
NHS Bands 8C to Very Senior Managers*	7.2%	71.0%	21.8%
Others	0.0%	79.3%	20.7%
Total (All non-clinical)	5.1%	86.2%	8.7%

*Very Senior Managers includes senior employees that are not on Agenda for Change pay bands and includes other Governing Body members who are not banded.

WDES Metric 2:

The table below shows the relative likelihood of staff being appointed from shortlisting across all posts.

Recruitment Data	Disabled	Non-Disabled	Unknown
Number of shortlisted applicants	5	54	5

Number appointed from shortlisting	0	10	5
Relative likelihood of appointments from shortlisting	0%	18.5%	100%

WDES Metric 3 - Relative likelihood of Disabled staff compared to non-disabled staff entering the formal capability process, as measured by entry into the formal capability procedure.

ICB's are often made up of relatively small numbers of staff/teams, this can be problematic when assuring against any personal data breaches. We cannot meaningfully report against this metric given the relatively small number of formal capability cases we have in the ICB.

WDES Metrics 4

Metric 4a i:

The table below shows the percentage of ICB staff who experienced either harassment, bullying or abuse from patients, relatives, or the public in the last 12 months. These figures are compared with NHS National Median benchmark figure.

ICB staff with a Disability	NHS National Median benchmark figures	Non- Disabled ICB staff	NHS National Median benchmark figures
17.8%	10.7%	9.8%	7.3%

Analysis: The percentage of disabled staff experiencing harassment, bullying or abuse from patients, relatives, or the public is 17.8%. This is substantially above the NHS National Median of 10.7%.

In comparison the data shows that non-disabled staff experiencing harassment, bullying or abuse from patients, relatives or the public is 9.8% which is also above the NHS National Median of 7.3%.

The survey results suggest that disabled staff were slightly more likely to experience harassment and bullying, from the public etc., than non-disabled staff (17.8% compared to 9.8%).

Metrics 4a ii:

Percentage of staff experiencing harassment, bullying or abuse from managers in last 12 months. These figures are compared with NHS National Median benchmark figure.

ICB staff with a Disability	NHS National Median benchmark figures	Non- Disabled ICB staff	NHS National Median benchmark figures
15.6%	15.2%	11.5%	17.2%

WDES Metrics 4a iii:

Percentage of staff experiencing harassment, bullying or abuse from other colleagues in last 12 months. These figures are compared with NHS National Median benchmark figures.

ICB staff with a Disability	NHS National Median benchmark figure	Non- Disabled ICB staff	NHS National Median benchmark figure
25%	15.5%	10.9%	8.7%

Analysis of WDES metrics 4a ii & iii - bullying and harassment from managers and colleagues

Disabled staff experiencing harassment, bullying or abuse from managers is 15.6%, with 25.0% of disabled staff having experienced bullying and harassment from other colleagues. Both these figures are higher than the NHS National Median benchmark values.

Non-disabled staff experiencing bullying and harassment from managers is 11.5% and from colleagues is 10.9%.

The results suggest that disabled staff were more likely to experience bullying and harassment from managers (15.6% compared to 11.5%) and other colleagues (25.0% compared to 10.9%).

WDES Metrics 4b:

The table below shows the percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. These figures are compared with NHS National Median benchmark figures.

ICB staff with a Disability	NHS National Median benchmark figure	Non- Disabled ICB staff	NHS National Median benchmark figure
42.1 %	40.9%	32.5%	42.5%

Analysis: 42.1% of disabled staff said that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it. This is slightly higher than the NHS National Median of 40.9%.

The responses from non - disabled people is 32.5% which is significantly lower than the NHS National Median of 42.2%. The number of Disabled and Non-Disabled staff responding to this question in the survey was low.

WDES Metrics 5:

The table below shows the percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion. These figures are compared with NHS National Median benchmark figures.

ICB staff with a Disability	NHS National Median benchmark figure	Non- Disabled ICB staff	NHS National Median benchmark figure
62.2%	50.0%	67.3%	57.6%

Analysis: The percentage of disabled respondents believing that the organisation provides equal opportunities for career progression or promotion is 62.2%. This is above the NHS National Median of 50.0%

Non-disabled staff believing that their organisation provides equal opportunities for career progression or promotion is 67.3% which is also above the NHS National Median of 57.6%.

WDES Metrics 6:

The table below shows the percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties. These figures are compared with NHS National Median benchmark figures.

ICB staff with a Disability	NHS National Median benchmark figure	Non- Disabled ICB staff	NHS National Median benchmark figure
12.0%	15.6%	7.8%	11%

Analysis: The data shows that both disabled and non-disabled staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties; 12.0% for disabled staff and 7.8% for non-disabled staff.

The figure for disabled staff is below the NHS National Median of 15.6%, while the figure for non-disabled staff is also below the NHS National Median of 11.0%.

The figures suggest that non-disabled people are more likely to feel pressure to come to work disabled people when feeling unwell.

Like WDES metrics 4b, this metrics had a low number of Disabled and Non-Disabled staff responding to this question compared to the other staff survey questions.

WDES Metrics 7:

The table below shows the percentage of staff satisfied with the extent to which their organisation values their work. These figures are compared with NHS National Median benchmark figures.

ICB staff with a Disability	NHS National Median benchmark figure	Non- Disabled ICB staff	NHS National Median benchmark figure
44.4%	45.6%	56.8%	52.8%

Analysis: The percentage of staff satisfied with the extent to which their organisation values their work is 44.4% for disabled staff and 56.8% for non-disabled staff.

WDES Metrics 8:

The table below shows the percentage of staff with a long-lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work. These figures are compared with NHS National Median benchmark figures.

ICB staff with a Disability	NHS National Median benchmark figure	Non- Disabled ICB staff	NHS National Median benchmark figure
70%	80.4%	N/A	N/A

Analysis: This is below the national average, **70.0%** of disabled staff said that reasonable adjustments have been made. It suggests that **30.0%** of disabled staff had not received adequate adjustment at the time of reporting. This was also a question received a low response rate from our staff.

WDES Metric 9

WDES Metrics 9a:

The table below shows the staff engagement score (between one and ten), which is a combined score calculated by using the responses to nine individual questions score given by ICB staff. These figures are compared with NHS National Median benchmark figures.

ICB staff with a Disability	NHS National Median benchmark figure	Non- Disabled ICB staff	NHS National Median benchmark figure
6.6	6.6	7	7

WDES Metric 9.b

Has your Trust/ICB taken action to facilitate the voices of Disabled staff in your organisation to be heard? (Yes) – see initiatives below.

Some initiatives currently happening for disabled people within the ICB and in collaboration with system partners:

- The ICB have signed up to ‘Disability Confident’.
- Well established ICB Disability and Neuro-Diverse Staff network which meets monthly in addition to the established, ICS Differently Abled Staff network. Staff networks act as a group where staff can connect with colleagues with a shared characteristic, experience, or interest. Networks give development opportunities to staff who face inequality in the workplace.
- ICB Bullying and Harassment policy has been updated – EIRA completed.
- Invisible Conditions Representatives continue to be in place in the ICB.

WDES Metric 10:

The table below shows the percentage difference between the organisation's Board voting membership and its organisation's overall workforce, disaggregated:

- By voting membership of the Board.
- By Executive membership of the Board.

	Disabled	Non-Disabled	Unknown
Total Board Members (%)	5.6%	50%	44.4%
Difference between (Total Board – Overall Workforce) (%)	1%	-36%	35%
Difference (Voting Membership – Overall Workforce) (%)	1%	-36%	35%
Difference (Executive Membership – Overall Workforce) (%)	20%	-36%	15%

Conclusion

It is important to note that this is the first WDES report for the ICB as it is a new organisation, therefore, there is no comparative data from previous years. The purpose of this report is to act as a benchmark. Following a review of the WDES data, the figures indicate that the largest amount of total disabled staff (7.9%) are in Bands 5-7. Staff Survey results from 2022 suggests that non-disabled staff have a better experience in the workplace than disabled employees. The data also shows that 21.8% of those at Bands 8C to VSM level are not declaring their disability status on ESR. This is significantly higher than the rest of the workforce. Work will be undertaken as part of the EDI Action Plan for 2023-2024 to encourage Senior Managers to declare their protected characteristics on ESR.

Statutory and mandated requirements will still be delivered, along with adopting voluntary initiatives.

Granville Thelwell – Staffordshire and Stoke-on-Trent ICB EDI Business Partner.